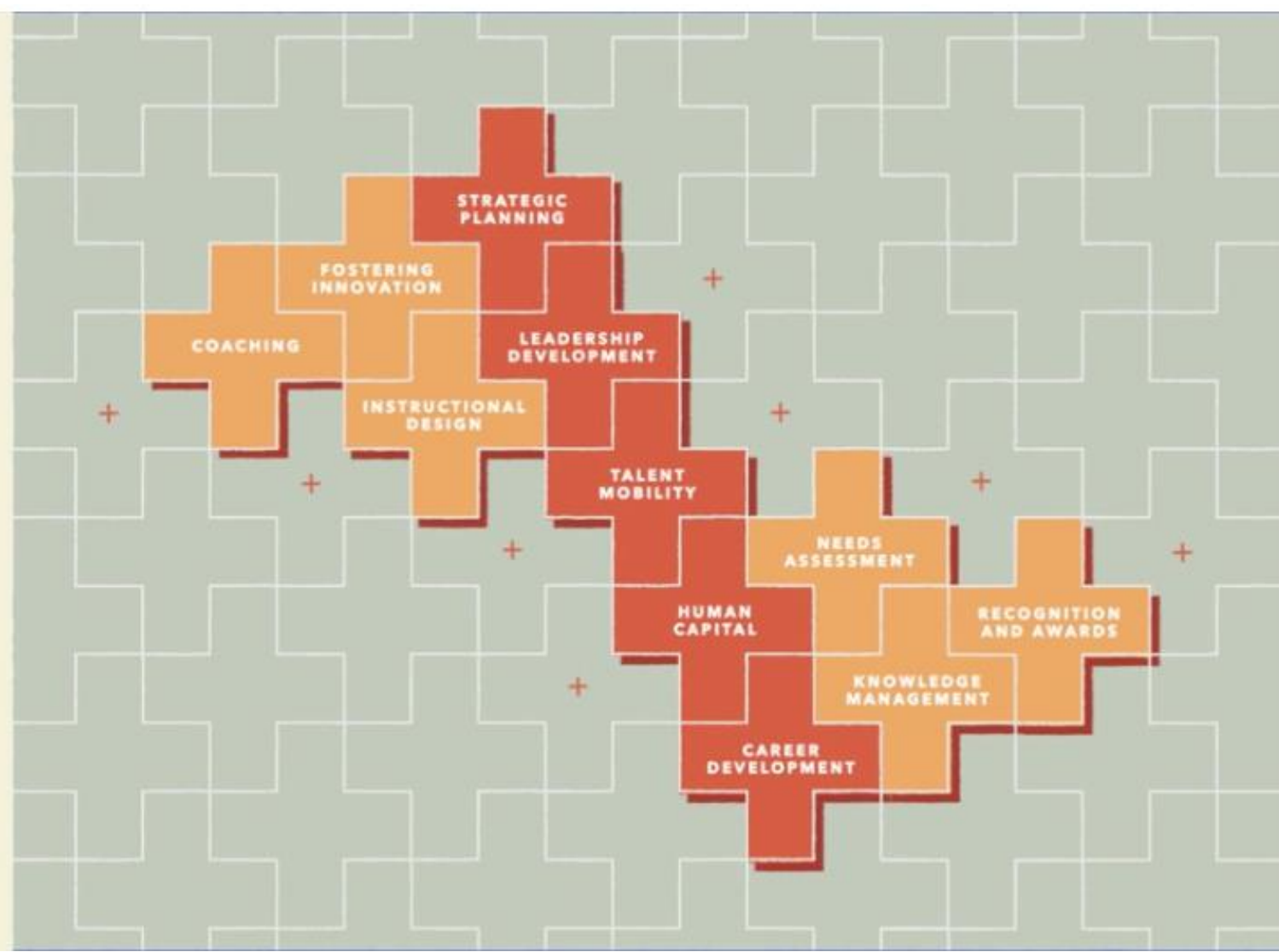


SOLVE THE PUZZLE:

Customize Your Talent Development Framework to Fit Your Organizational Culture

PRESENTERS:



PRESENTERS



Jennifer Homer,

VP, Marketing & Communications, ATD



William J. Rothwell,

Ph.D., SPHR, CPLP Fellow



Angela L.M. Stopper,

Ph.D.



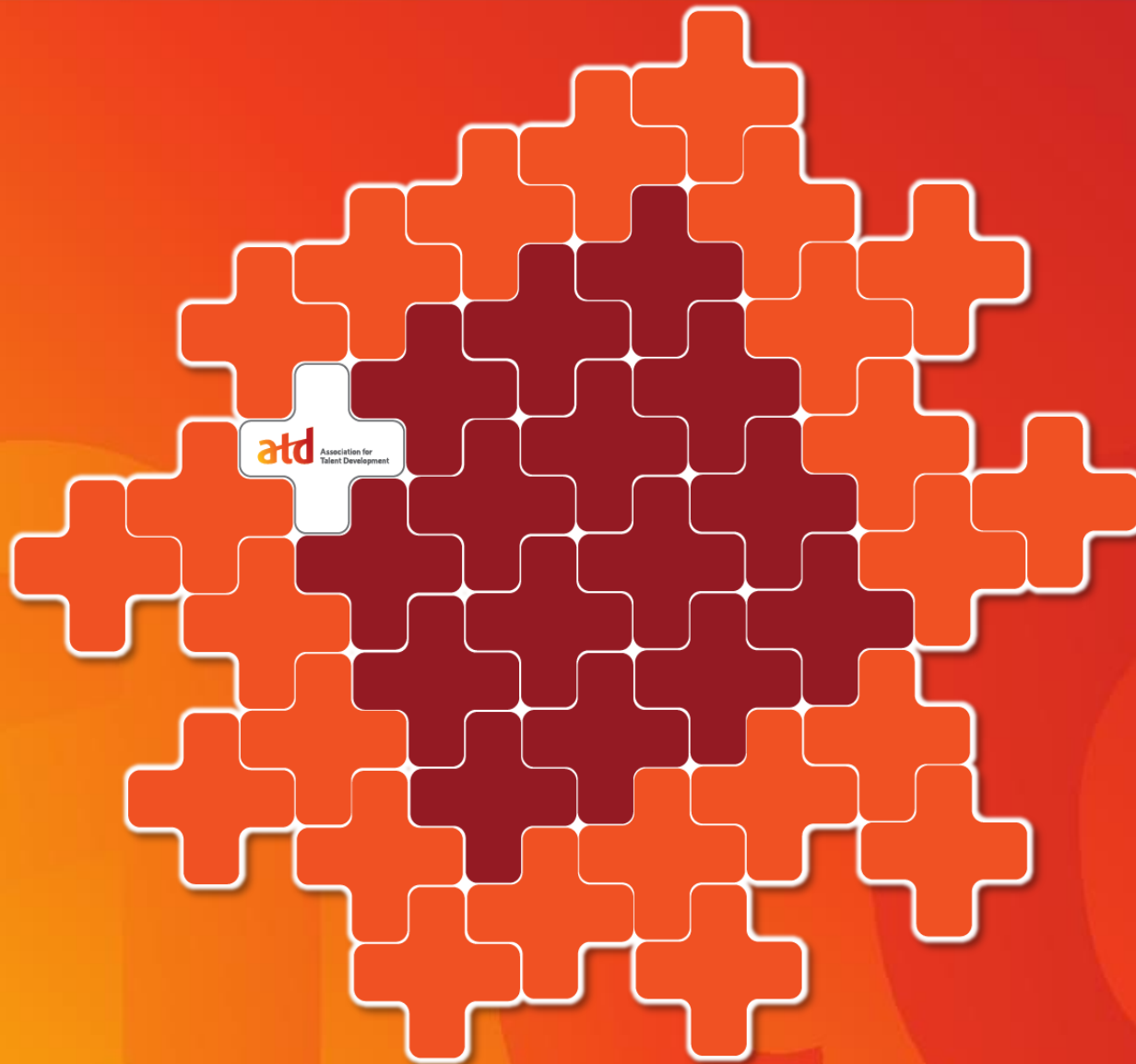
Aileen G. Zaballero,

MS, CPLP

OVERVIEW

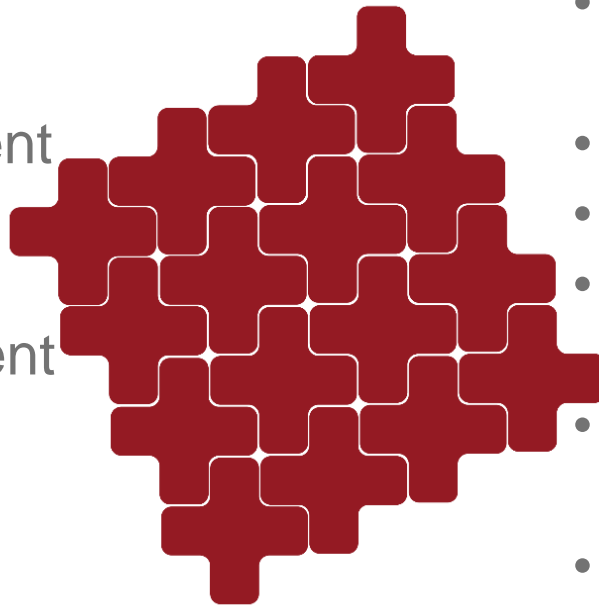
- Define Primary/Secondary Functions
- Deliberate Function Definition
- Build a customized Talent Development Framework (Scenario Activity)
- Demonstrate the Online TD Framework Tool

TALENT DEVELOPMENT FRAMEWORK



PRIMARY FUNCTIONS

- change management
- coaching
- compliance
- employee engagement
- evaluating learning impact
- executive development
- instructional design
- leadership development



- learning technologies
- managing learning programs
- needs assessment
- onboarding
- performance improvement
- performance management
- training delivery

SECONDARY FUNCTIONS

- assessments
- career development
- compensation and benefits
- competency model development
- cross-cultural training or adaptability
- diversity and inclusion
- fostering innovation
- human capital
- job shadowing or job rotation
- knowledge management
- workforce planning
- organizational development
- organizational effectiveness
- performance consulting
- recognition and rewards
- recruitment
- sales enablement
- strategic planning
- succession planning
- talent acquisition
- talent engagement
- talent management
- talent mobility
- tuition assistance

Define the *FUNCTION*

ACTIVITY: Create consensus on definition



- ✓ What changes would you make to the definition?
- ✓ Is this function a primary or secondary function in your organization?



Succession Planning

ATD DEFINITION:

The process of identifying key positions, candidates, and employees to meet the challenges that an organization faces in the short and long term.



- ✓ *What changes would you make to the definition?*
- ✓ *Is this function a primary or secondary function in your organization?*



Talent Mobility

ATD DEFINITION:

The movement of talent across the organization - across projects, roles, teams, divisions, locations, etc.



- ✓ *What changes would you make to the definition?*
- ✓ *Is this function a primary or secondary function in your organization?*



Workforce Planning

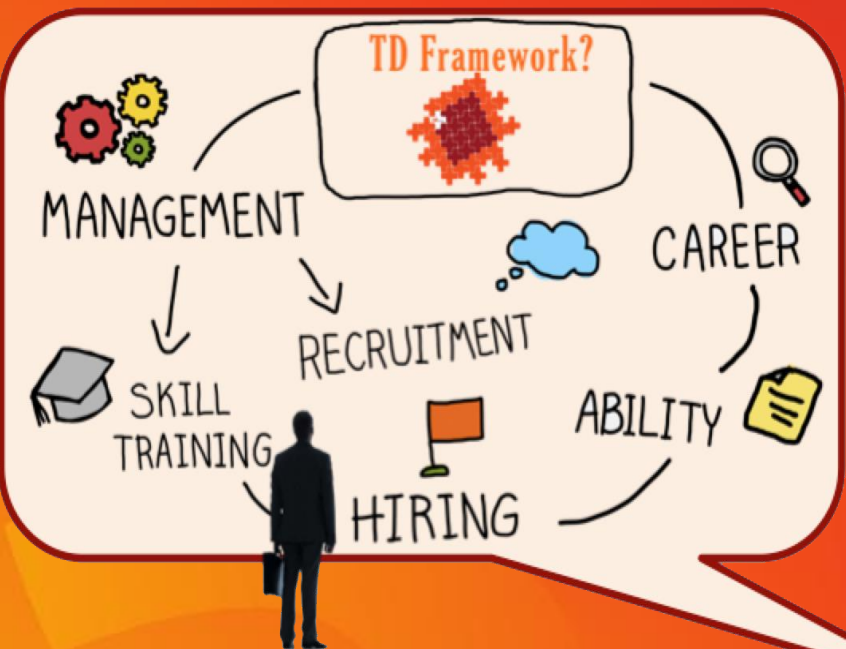
ATD DEFINITION:

The process that ensures that an organization can meet its goals and objectives within a given business environment by having the right workforce capability.



- ✓ *What changes would you make to the definition?*
- ✓ *Is this function a primary or secondary function in your organization?*

SCENARIO BASED ACTIVITY

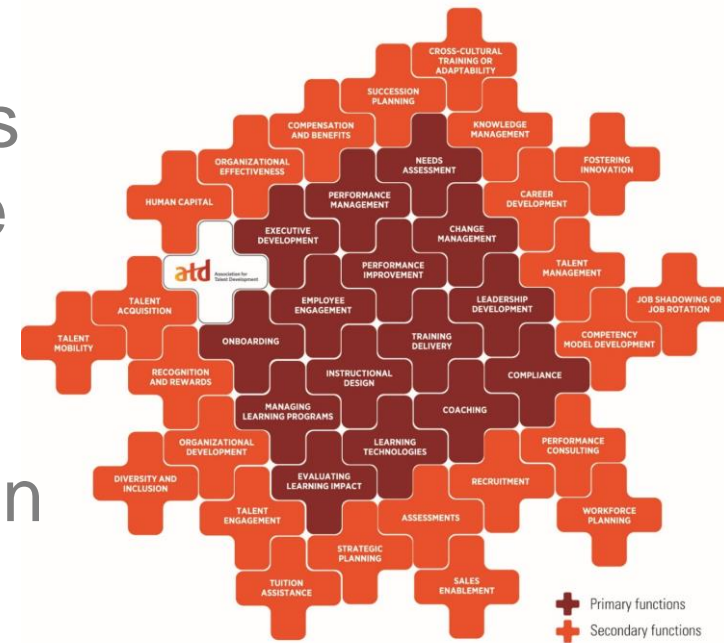


SCENARIO: SOFTWARE BIZ

Consider the following:

Major business functions such as HR and talent development have been outsourced in the past, but will now be centralized in HQ.

- **Advantage:** skill availability in different parts of the world
- **Challenge:** quality control



What components should be included in a talent development framework?

POLL: IDENTIFY 5 TOP KEY FUNCTIONS (PRIMARY)



AUDIENCE POLLING

- change management
- coaching
- compliance
- employee engagement
- evaluating learning impact
- executive development
- instructional design
- leadership development
- learning technologies
- managing learning programs
- needs assessment
- onboarding
- performance improvement
- performance management
- training delivery

POLL: IDENTIFY ADDITIONAL FUNCTIONS (SECONDARY)



AUDIENCE POLLING

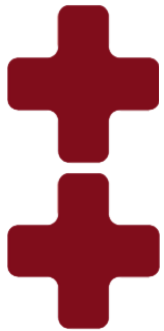
- change management
- coaching
- compliance
- employee engagement
- evaluating learning impact
- executive development
- instructional design
- leadership development
- learning technologies
- managing learning programs
- needs assessment
- onboarding
- performance improvement
- performance management
- training delivery

POLL: PRIMARY OR SECONDARY

AUDIENCE POLLING

Primary Secondary

- change management
- coaching
- compliance



ONLINE TOOL

My Talent Development Puzzle TAKE TOUR

1 My Puzzle
ATD combined the most common Talent Development functional areas in this puzzle. Are you ready to create your own?
NEXT

Recruitment, Succession Planning, Compensation and Benefits, Career Development, Compliance, Instructional Design, Employee Engagement, Leadership Development, Cross-Cultural Training, Diversity and Inclusion, Workforce Planning, Performance Consulting, Organizational Effectiveness, Training Delivery, Assessments, Executive Development, Change Management, Evaluating Learning Impact, Coaching, Learning Technologies, Talent Management, Sales Enablement, Strategic Planning, Performance Management, Performance Improvement, Onboarding, Organizational Development, Needs Assessment, Knowledge Management, Job Shadowing, Human Capital, Talent Engagement, Talent Mobility.

DOWNLOAD BACK TO DEFAULT RESET

Puzzle based on ATD's *Building a Talent Development Structure Without Borders* research report.

[Twitter](#) [Facebook](#) [LinkedIn](#) [Pinterest](#) [Google+](#) [Email](#)

ONLINE ACTIVITY: BUILD TD FRAMEWORK

Directions

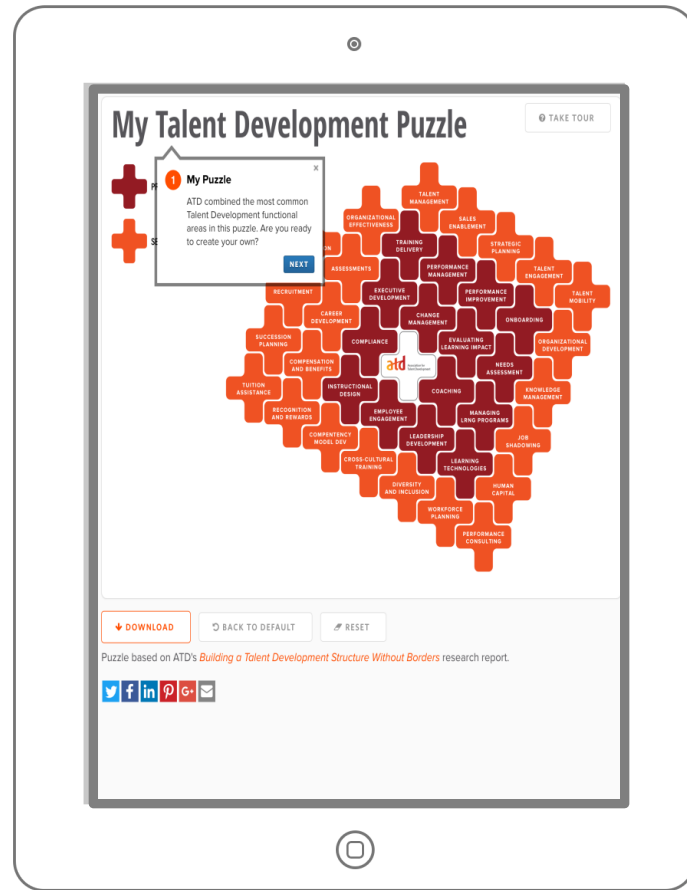
Step 1: Go to <http://puzzle.td.org>

Step 2: Login using your ATD credentials

Step 3: Enter your TD framework title

Step 4: Select desired content area

Step 5: Review model

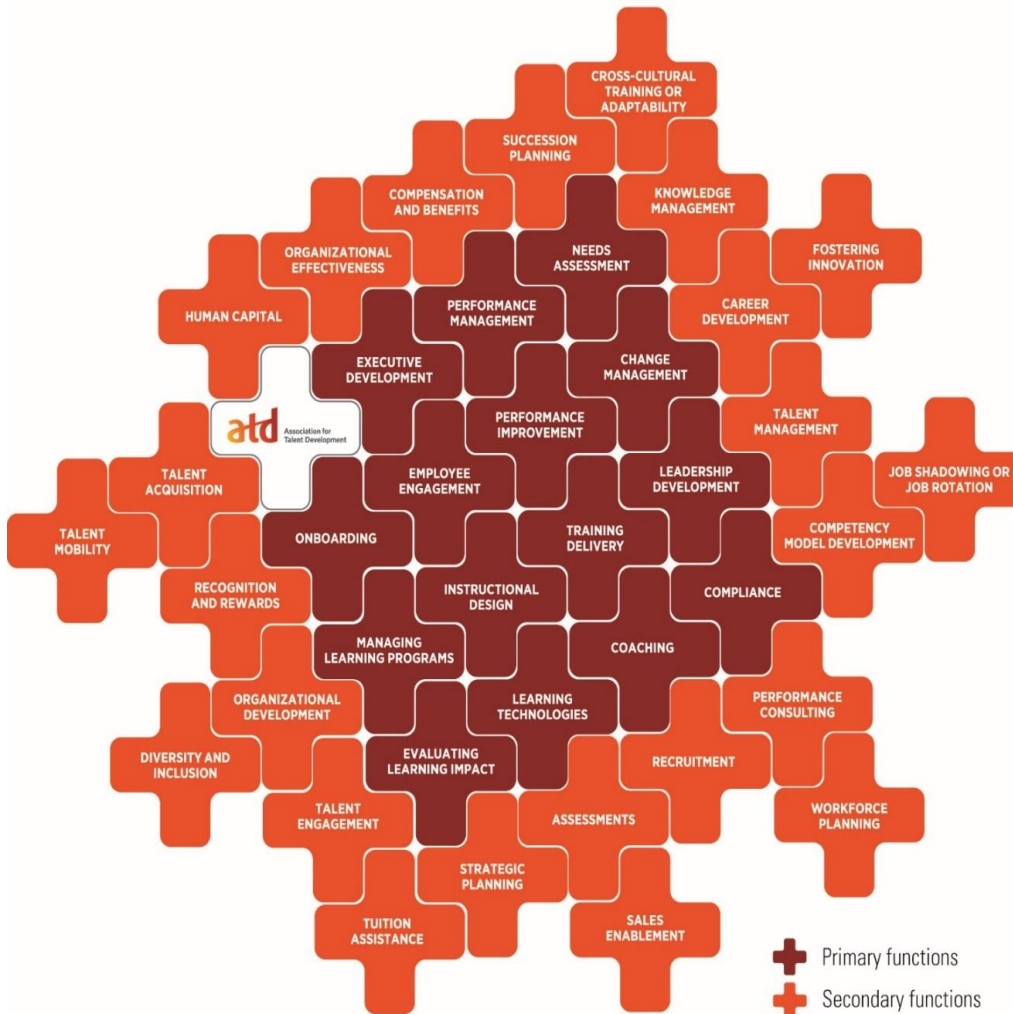


Online Tool
Create your ...

TALENT DEVELOPMENT FRAMEWORK

<http://puzzle.td.or>

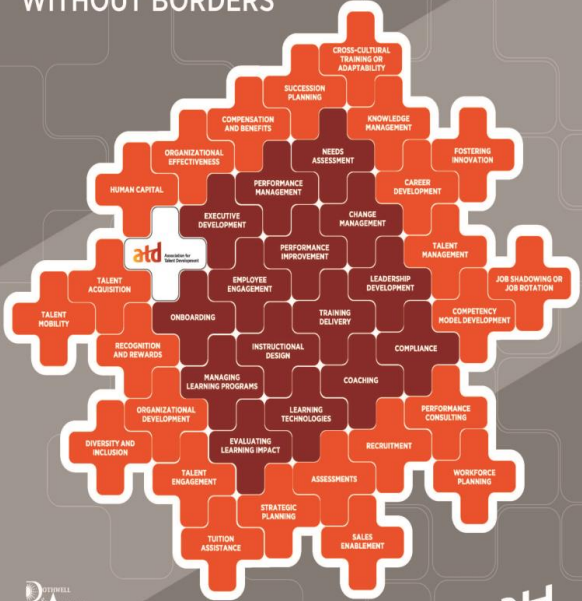
g



©2015 by the Association for Talent Development (ATD). All Rights Reserved. For use by permission only.

RESEARCH/PUBLICATION

BUILDING A TALENT DEVELOPMENT STRUCTURE WITHOUT BORDERS



atd
RESEARCH

GLOBAL TALENT DEVELOPMENT

Best Practices and Trends



TOP 5 TRENDS INFLUENCING GLOBAL TALENT DEVELOPMENT IN THE NEXT 5 YEARS

- Need for an innovative workforce
- More flexible organizations to adapt to the rapidly changing world
- Changes in the skills needed to be successful in the workplace of tomorrow
- Employees demanding more of their employers
- An increase in the strategic responsibility held by those responsible for talent development.



TOP 3 WAYS ORGANIZATIONS ASSESS TALENT



TOP 3 WAYS ORGANIZATIONS DEVELOP INDIVIDUAL COMPETENCIES



ESSENTIAL COMPONENTS OF A TALENT DEVELOPMENT PROGRAM FOR GLOBAL ORGANIZATIONS

- Focusing on the organization**
 - 87% Ensure a sound talent pipeline that includes effective succession, placement, and retention of key talent.
- Focusing on the employee**
 - 88% Create empowered and engaged employees.
- Focusing on the talent development function**
 - 89% Establish strategies for global talent development, including informal learning (such as on-the-job work to build skills).

atd
RESEARCH

MAY 2015
ISSUE 1505

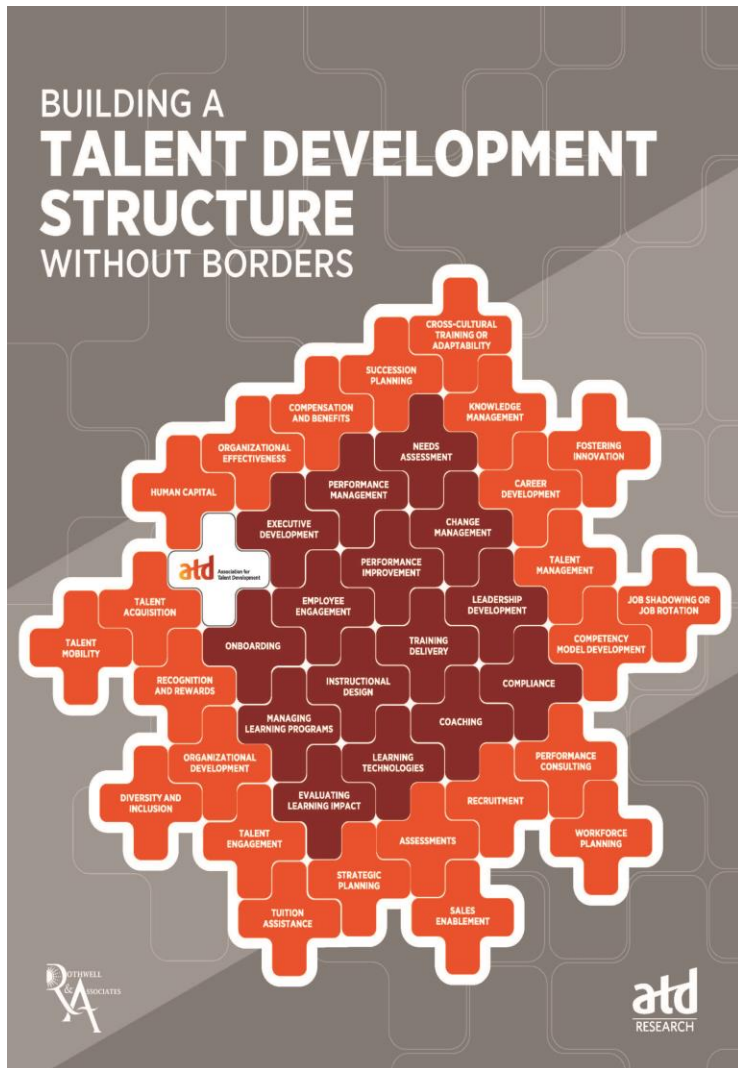


MEASURING AND ADDRESSING TALENT GAPS GLOBALLY

William J. Rothwell, Angela L.M. Stopper, and Aileen G. Zaballero

atd
GLOBAL HRD





More information:

Recorded webcast and
research report
*Building a Talent
Development Structure
Without Borders*

www.td.org/talentdevwebcast

March 2016 *TD*
magazine
Global Outlook article

CLOSING

- ATD's TD framework is based on research from 1,500 global TD professionals
- TD Framework supports practitioners with their talent development programs
- TD professionals can build their own individualized talent development framework to meet their specific needs
- To learn more contact Jennifer Homer at ATD or Dr. Rothwell at Rothwell & Associates





www.RothwellAndAssociates.com

atd

Association for
Talent Development

www.td.org

